

Employment Opportunity

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Notice Of Vacancy

Position: Mental Health Counselor School Based

Status: Full-time (260 days, 8 hours per day)

Starting Salary: \$70,860-75,212 (annual salary, Master's Degree)

Salary Range: \$67,319-\$71,453 (annual salary, actively enrolled Master Program)

Posted Date: March 23, 2023

Starting Date: April 17, 2023 (anticipated)

Location: Selah, Grandview & Granger School Districts

Job Description and Qualifications: See below

Application Procedure – Applicants apply through the ESD 105 Fast Track on-line application system at www.esd105.org under the Human Resources link, and ESD 105 Job Opportunities.

Medical, vision, dental, paid leave benefits and retirement options are available for employees. More information can be found at: [🔗 ESD105 Benefits](#).

Deadline to apply: Open Until Filled

Immigration Reform and Control Act Requirement: The recommended applicant, if not a current regular employee, will be required to complete an INS 1-9 form and must provide proof of employment eligibility.

Background Check: All new employees who will have unsupervised access to children must complete a satisfactory fingerprint check with the Washington State Patrol and the FBI. All employment is considered temporary until receipt of the satisfactory background check.

Employment: ESD 105 shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Domestic partners registered with the state of Washington will be offered the same rights/benefits as spouses to the extent that treatment is not in conflict with state or federal law. Inquiries regarding compliance procedures may be directed to the ESD's Title IX/RCW28A.640 Officer and Section 504/ADA Coordinator, Veronica Naranjo, Human Resources Director, 33 So. Second Ave., Yakima, WA (509) 454-2858

ESD 105 is an Equal Opportunity Employer

POSITION DESCRIPTION

Job Title: Mental Health Counselor School Based	Direct Supervisor: Mental Health Program Manager
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Provide counseling support, case management, academic coaching and referral to students who are at risk of dropping out of school or are significantly impacted by mental health concerns. Staff job responsibilities duties may vary based on the funding requirements and number of hours/days assigned to work.

Essential Job Functions:

- A. Recruit, enroll, screen, case manage; and provide counseling support to youth identified and in need of student assistance services. Caseload and number of groups will be determined by Supervisor.
- B. Assess student needs and develop a student services plan including screening, and assessment and referral as appropriate.
- C. Identify barriers to student success in the school and community, refer and connect youth/students to appropriate community resources and services (i.e. substance abuse treatment, AA or other community support, clothing, tutoring, health care, food, housing, transportation).
- D. Conduct support groups. Primary include: education groups for students at-risk and/or exhibiting symptoms of mental illness, recovery support, and children from unhealthy home environments. Other group offerings (based on grant funded specifications) may include social skills development, job interview preparation, after school homework coaching/tutoring, and conflict resolution. Organize school-wide awareness activities related to mental health promotion (specific to grant specifications)
- E. Deliver proven effective curriculum in classroom setting or small groups based on specifications of grant requirements (i.e. TRAILS, CBITS, DBT).
- F. Maintain communication with teachers on missing assignments, grades, and support services, as applicable.
- G. Outreach and assist families to overcome barriers to academic success.
- H. Provide information and guidance to parents on effective parenting strategies to support his/her child to be successful and make healthy choices.
- I. Maintain confidential files, accurate record keeping and data collection as required by grant and program supervisor.

Other Job Functions:

- A. Attend all required program staff meetings, community meetings, and trainings per supervisor's direction.
- B. Develop and maintain positive relationships with colleagues and a variety of stakeholders, including school district and educational service district staff, researchers, and district and state policymakers.
- C. Focus on one or more of the following areas for specific emphasis: mental health prevention, intervention and treatment; drop-out prevention and credit retrieval. Staff will be trained in the model/program requirements and are expected to implement with fidelity.
- D. Develop presentations and present to local and national professional organizations as requested by supervisor
- E. Follow the Department of Licensing laws and regulations related to Washington State Professional Counselors and ethical guidelines established by the American Psychological Association.
- F. Participate in professional development trainings/classes as required by Supervisor.

- G. Enforce all administrative regulations and board policy.
- H. Take all necessary and reasonable precautions to protect children, staff, equipment, materials, and facilities.

Qualifications:

Required Education and Experience

1. Credential valid for practice in Washington State such as one of the following: WA State Associate Level MH License (LMHCA, LICSWA, LMFTA, etc.) and a MA; or WA State Mental Health license (MHC, LICSW, LMFT, etc.) and a MA. Employee may be considered in the process of obtaining a credential while employed.
2. Masters degree required or equivalent. Candidates may be considered if they are actively working on completion of a Masters degree in Mental Health, Social Work, or a related degree that leads to DOH licensure.

Preferred Education and Experience

1. Experience in the school setting or in community services working with youth.
2. Experience working with culturally diverse families.
3. Successful experience in working with and collaborating with community agencies.

Required Skills, Knowledge and or Abilities

1. Demonstrated organizational skills and commitment to follow through on tasks.
2. Demonstrated understanding and commitment to using a racial equity lens.
3. Demonstrated understanding and commitment to using trauma informed approaches.
4. Demonstrated ability to work independently with minimal supervision.
5. Proactive self-starter. A strong sense of taking initiative moving forward without waiting to be told what to do and how to do it.
6. Good judgment and intuition around the subtleties of group dynamics and the impact of your words and actions.
7. Demonstrated knowledge with use of computers and data entry.
8. Demonstrated knowledge of DSM 5 Diagnosing criteria for Mental Health Disorders.
9. Must have crisis intervention skills.
10. Demonstrated skills in group facilitation and possess the ability to develop and conduct support groups.
11. Demonstrated ability to develop and conduct presentations.
12. Must have good human relations and interpersonal skills, demonstrated ability to balance confidentiality rules with team collaboration.
13. Work flexibly with others in a wide variety of circumstances.
14. Effectively communicate with persons of varied backgrounds and educational levels.
15. Willing to share credit, emphasize team over self, and define success collectively rather than individually.
16. Able to thrive in a fast-paced environment where you may have to wear several hats. Access to personal transportation, willingness to travel, and flexibility in work hours.

Physical Demands

The usual and customary methods of performing the job's functions require the following conditions:

- **Significant:** (i.e. sitting, talking, hearing, walking, vision, color vision, peripheral/depth perception, ability to adjust focus, grasping, handling paperwork, repetitive motion, use of personal computer, looking at a computer monitor, lifting up to 10 pounds)
- **Frequent:** (i.e. standing, bending, carrying; use of phone; use of copy machine)
- **Occasional:** (i.e. driving, lifting over 10 pounds up to 45 pounds, reaching above the shoulder, use of fax machine)

Significant - Occupation requires this activity more than 66% of time (5.5+ hrs/day) Frequent - Occupation requires this activity from 33% to 66% of time (2.5 to 5.5+ hrs/day) Occasional - Occupation requires this activity up to 33% of time (0 to 2.5+ hrs/day)
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The statements contained in this job description reflect general details as necessary to describe the essential functions of this position, the level of knowledge and skill typically required, the scope of responsibilities, and the physical demands, but should not be considered an all-inclusive listing of the work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences or relief, to equalize peak work periods, or otherwise to balance the workload. Changes to the position description may be made at the discretion of the employer.